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COMMENTS ON REPORT OF DEPARTMENT OF STATE TASK FORCE II

1. While the interlocking issues of promotion, retirement and selection out are of continuing concern, the prospective changes proposed by Task Force II have particular relevance to the Agency at this time. Not only are we confronted with many of the special problems the Department of State experiences in operating a Foreign Service but the Agency's maturity adds a further dimension to some of the personnel difficulties Task Force II is seeking to solve through its various recommendations.

2. In assessing the Task Force Report according to the five questions submitted for our review, we found a number of the recommendations could affect the Agency, either as approaches we could consider adapting to our own needs or as possible State actions that might influence our future competitive position in obtaining and retaining able officers on a career basis. Detailed comments are contained in Tab A, but the following are highlights concerning the two questions relating to Agency impact and long range implications.

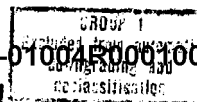
a. The proposed creation by State of a favorable climate within BOB, CSC and Congress for legislation permitting voluntary retirement at any age after 20 years' service would if acted upon result in the establishment of an important new option for facilitating early retirement (CIARDS: any age with 25 years of service or age 50 and 2 years of service). CIA should consider joining State in supporting this concept preliminary to seeking a change in the CIARDS at the appropriate time.

b. The suggested use of defined work goals as bases for evaluating FSO's would present administrative difficulties if this approach were substituted by the Agency for its Fitness Report system. Notwithstanding, the advantages of defining purposeful work in terms of mutually understood objectives are well recognized. And these advantages could be partially realized if the Agency were to place greater stress on work goals in supervisor-employee discussions. The point could be considered in the training of Agency supervisors, perhaps in the Management and Supervision Courses.

c. The recommended new rank and salary schedule for Foreign Service employees is advocated by Task Force II partly in order to equate FS ranks and compensation with the General Schedule and the military pay/rank system. The proposed conversion table (Tab B), however, would have the effect of raising current FS levels, ranging from \$1,000 to \$3,000 a year. The Task Force proposed the inhiring rate of FS-8 be equated to a GS-09 and recommended consideration of a raise to FS-7 for junior officers after they serve 18 months (GS-01 equivalent). The Task Force also recommended that junior officers

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be entered into the Foreign Service after a three year probationary period at the FS-6 level (GS-12). In dealing with mid-officers, the Task Force suggests additional study be given to the feasibility of allowing semi-automatic promotions from FS-6 to FS-3 (a GS range from Grade 12 to Grade 15). These proposals in concert would substantially alter our competitive position in relation to the Foreign Service and would undoubtedly entail a reexamination of the Agency's inhiring and promotional policies and capabilities.

d. Strong emphasis is given by Task Force II to its proposal for a three year probationary period applicable to junior officers. During this time span, careful consideration would be given to weeding out those unqualified for entry into the Foreign Service. Essential to this purpose are the proposed establishment of better evaluations, a variety of training experiences (including overseas tours) and close observation by a Permanent Probation Board. Although the Agency has a three year provisional period for conversion to Career Staff status, simplified procedural arrangements for the elimination of unqualified personnel are limited to a one year trial period, and the review function in scanning for Career Status has become largely routine. In many instances, the Agency's one year probationary period is too brief, following a new employee's training, to observe his performance and provide an opportunity to correct problem areas before the period elapses. We, therefore, believe the feasibility of a two year or three year probationary period should be fully explored.

3. While the Office of Personnel cannot be definitive about possible cover or other operating troubles that might be involved in the recommendations of Task Force II, it appears the proposal dealing with transfer of FSO's and FSR's into FSRU's could occasion some cover slotting problems. The views of the Central Cover Staff should be obtained on this recommendation.

4. We perceive no item other than the endorsement of voluntary CIARDS retirement at any age after 20 years' service which would necessitate the obtainment of legislation by the Agency. In this regard, the legislative recommendation of the Task Force to secure an immediate annuity for FS-4's selected out is not relevant to Agency needs since CIA has authority to involuntarily separate personnel under CIARDS (not used).

5. As a general observation, much of the orientation behind the promotion and selection out recommendations of the Task Force is similar to the military system, e.g., sustained, fairly rapid movement through the grades to a precipitous cut-off point, at which time selection out is considered and retirement is encouraged. We do not believe these Task Force proposals

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are as conducive to Agency purposes as our present policies and programs. We heartily support, however, the need for systematic evaluation of the future scope and consequences of stagnation or lack of personnel flow. We believe our more factual approach as recommended in the project design for a comprehensive survey of our professional manpower problem in the 70's has a better chance of accomplishing a balance between organization need and individual need than is apparent in these reports.

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## PROPOSED FSO RANK AND SALARY CHANGE

Foreign Service Ranks

<u>Old</u>	<u>New</u>	<u>CS Equiv.</u>	<u>Military Equivalent</u>	<u>Present Pay</u>	<u>New Pay</u>
0-8	0-6	GS-9	Ensign	\$ 8,098	\$ 9,881
0-7	0-5	GS-11	Lt. J.G.	9,450	11,905
0-6	0-4	GS-12	Lt. S.G.	11,245	14,192
0-5	0-3	GS-13	Lt. Comm.	13,618	16,760
0-4	0-2	GS-14	Commander	16,760	19,643
0-3	0-1	GS-15	Captain	20,888	22,887

Executive Pool

0-2	Career Counselor B	GS-17	} Rear Admiral	26,358	30,714
0-1	Career Counselor A	GS-18			
CM	Career Minister	Vice Admiral			
CA	Career Ambassador	Admiral			